

Collins-Maxwell CSD Collins-Maxwell EA

7/1/2006 6/30/2007

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PUBLIC EMPLOYMENT
RELATIONS BOARD

2006-2007 COLLINS-MAXWELL CSD SALARY SCHEDULE

STEP INDEX	2.500%	2.800%	3.125%	3.225%	3.320%	3.365%
	BA	BA + 12	BA + 24	BA + 36	MA	MA + 12
STEP	\$601	\$673	\$752	\$776	\$798	\$809
1	\$24,050	\$25,012	\$25,974	\$26,215	\$26,936	\$27,898
2	\$24,651	\$25,685	\$26,726	\$26,990	\$27,734	\$28,707
3	\$25,253	\$26,359	\$27,477	\$27,766	\$28,533	\$29,517
4	\$25,854	\$27,032	\$28,229	\$28,541	\$29,331	\$30,326
5	\$26,455	\$27,706	\$28,980	\$29,317	\$30,130	\$31,135
6	\$27,056	\$28,379	\$29,732	\$30,093	\$30,928	\$31,944
7	\$27,658	\$29,052	\$30,483	\$30,868	\$31,727	\$32,754
8	\$28,259	\$29,726	\$31,235	\$31,644	\$32,525	\$33,563
9	\$28,860	\$30,399	\$31,987	\$32,419	\$33,324	\$34,372
10	\$29,461	\$31,073	\$32,738	\$33,195	\$34,122	\$35,182
11	\$30,063	\$31,746	\$33,490	\$33,971	\$34,921	\$35,991
12	\$30,664	\$32,419	\$34,241	\$34,746	\$35,719	\$36,800
13	\$31,265	\$33,093	\$34,993	\$35,522	\$36,518	\$37,609
14	\$31,866	\$33,766	\$35,744	\$36,297	\$37,316	\$38,419
15	\$32,468	\$34,440	\$36,496	\$37,073	\$38,114	\$39,228
16	\$33,069	\$35,113	\$37,247	\$37,849	\$38,913	\$40,037
17	\$33,670	\$35,786	\$37,999	\$38,624	\$39,711	\$40,847
18	\$34,271	\$36,460	\$38,751	\$39,400	\$40,510	\$41,656
19		\$37,133	\$39,502	\$40,176	\$41,308	\$42,465
20		\$37,807	\$40,254	\$40,951	\$42,107	\$43,274
21		\$38,480	\$41,005	\$41,727	\$42,905	\$44,084

LONGEVITY PAY:

STEPS 22-23 =\$400

STEPS 24-29 =\$900

STEP 30+ =\$1,300

**COLLINS-MAXWELL COMMUNITY SCHOOL
2006-07 LICENSED STAFF BENEFITS**

1. Personal Illness Leave (Board Policy 409.2)

Licensed employees will be granted ten days of sick leave in their first year of employment. Each year thereafter, one additional day of sick leave will be granted to the licensed employees up to a maximum of fifteen days. "Day" is defined as one work-day regardless of full-time or part-time status of the employee. A new employee will report for work at least one full work-day prior to receiving sick leave benefits. A returning employee will be granted the appropriate number of days at the beginning of each fiscal year. (paragraph 1)

Sick leave may be accumulated up to a maximum of 120 days for licensed employees. For every full day of unused sick leave that is not used over the maximum accumulation amount, \$5.00 per day will be included in the June paycheck. The record of sick leave will be displayed on the paycheck stub. Discrepancies should be immediately reported to the board secretary for correction. (paragraph 2)

Five days per year of sick leave may be used for Family Illness (immediate family: spouse, child, step-child, legal dependent, mother, step-mother, father, step-father, mother-in-law, father-in-law, daughter-in-law, son-in-law, sister, brother, grandparent, step-grandparent, grandchild, and stepchild). These days are non-cumulative and will be deducted from accumulated sick leave. (paragraph 3)

Expectant mothers who have accumulated sufficient sick leave may use up to six weeks of paid sick leave beginning with the date of birth. Additional paid sick leave beyond six weeks will require a doctor's statement of necessity and be limited to the amount of sick leave accumulated. (paragraph 4)

Expectant fathers may use up to two days of personal sick leave at the time of birth of a child. These days will be deducted from accumulated sick leave and will not affect family sick leave days. (paragraph 5)

2. Personal Leave (Board Policy 409.1)

Full-time regular licensed employees who work 186 days a year will be allowed a maximum of 2 days of personal leave to be used without providing a reason. There shall be a limit of two employees gone per building at the same time, unless otherwise approved by the principal. No personal leave may be taken in the first two or the last two weeks of the school year or before or after vacation days. It is within the discretion of the superintendent to grant personal leave. Application for personal leave must be made in writing at least 2 school days prior to the requested leave date. Employees who do not use their personal leave days have the option of carrying one day over to the next year. The maximum number of personal days an employee may possess or use in a given year is three. Employees will inform the board secretary by the last student day their desire to be reimbursed in the June paycheck at a rate of \$75 for one unused day or \$150 if neither day is used. The record of personal leave will be displayed on the paycheck stub. Discrepancies should be immediately reported to the board secretary for correction. (paragraph 1)

Regular full-time licensed employees who work 186 days a year will be allowed 4 holidays per year. These holidays include Labor Day, Thanksgiving, New Year's Day, and Memorial Day. (paragraph 2)

Licensed employees who work during the school academic year, whether full-time or part-time, will have time off in concert with the school calendar. (paragraph 3)

3. Bereavement Leave (Board Policy 409.4)

In the event of a death of a member of a licensed employee's immediate family, bereavement leave may be granted. Bereavement leave may be granted to a licensed employee for no more than 5 days, with "day" being defined as one work day regardless of full-time or part-time status of the employee, per occurrence, for the death of a member of the family. For purposes of this policy, family includes spouse, child, step-child, legal dependent, mother, step-mother, father, step-father, mother-in-law, father-in-law, daughter-in-law, son-in-law, sister, sister-in-law, brother, brother-in-law, grandparent, grandparent-in-law, step-grandparent-in-law, grandchild, step-child, aunt, or uncle. (paragraph 1)

No more than 1 day of bereavement leave per year will be granted for the death of a close friend or other relative not listed above. This day can be used in half-day increments and will be deducted from sick leave. (paragraph 2)

Employees must inform the superintendent at the earliest possible time. The administration may decide to grant bereavement leave in the event of deaths other than those listed above. Bereavement leave is non-cumulative. (paragraph 3)

4. Dismissal Times (Board Policy 405.5)

On Fridays and days preceding holidays or vacations, the employee's work day shall end after the departure of the route buses. (paragraph 4)

During regular contract days, when a weather-related (snow, ice, heat, or rain) or emergency closing takes place and students are not required to be in attendance, the employees shall not be required to be present. If students are dismissed early for any such reason, employees shall not be required to stay longer than fifteen minutes after departure of the route buses. (paragraph 5)

5. Medical/Hospital and LTD (Disability) Insurance (Board Policy 406.5)

Full-time licensed employees are eligible to participate in the health and major medical, life, and long-term disability group insurance plans. An employee must work at least 30 hours per week to be eligible for group insurance. Premiums will be paid for twelve consecutive months. A \$1.00 annual premium fee will be charged to all employees who take this insurance. Employees electing to not enroll in the health and major medical insurance plan will be paid \$50.00 per month on a quarterly basis. (paragraph 2)

6. Term Life Insurance (Board Policy 406.5)

Employees who work at least 30 hours per week will be eligible for term life insurance equivalent to their approximate annual wage. Premiums will be paid for twelve consecutive months. (paragraph 4)

7. Professional Leave (Board Policy 409.1)

Licensed employees are allowed one day of professional leave per year. Professional leave days are non-cumulative. The superintendent may approve additional days. (Paragraph 4)

Note regarding professional leave (item 7 above): Current interpretation of this policy allows a maximum district expense of \$100 for the one staff-member initiated professional leave day.

8. Record of Sick Leave/Personal Leave (Board Policy 409.2, Board Policy 409.1)

Sick Leave: See item 1, paragraph 2 on page 1.

Personal Leave: See item 2 on page 1

9. Extra Pay for Covering Classes (Board Policy 405.6)

When a licensed employee is required to cover a class during a planning period and by doing so reaches eight student-contact periods in a day, the employee will be paid an additional \$14 for that day. Employees who have flexible schedules (vocal music, tech, band, guidance, etc.) will be paid \$14.00 for covering two or more periods in a day. (paragraph 2)

COLLINS-MAXWELL EXTRA CURRICULAR PAY
SCHEDULE 2005-2006

COACHES & SPONSORS

	1ST YR	2ND YR	3RD YR	4TH YR	5TH YR	6TH YR	7TH YR	8TH YR	9TH YR	10TH YR
ATHLETIC DIRECTOR	\$ 5,000.00	\$ 5,050.00	\$ 5,100.00	\$ 5,150.00	\$ 5,200.00	\$ 5,250.00	\$ 5,300.00	\$ 5,350.00	\$ 5,400.00	\$ 5,450.00
BASKETBALL, JH	\$ 1,150.00	\$ 1,200.00	\$ 1,250.00	\$ 1,300.00	\$ 1,350.00	\$ 1,400.00	\$ 1,450.00	\$ 1,500.00	\$ 1,550.00	\$ 1,600.00
BASKETBALL, ASST. JH	\$ 1,000.00	\$ 1,050.00	\$ 1,100.00	\$ 1,150.00	\$ 1,200.00	\$ 1,250.00	\$ 1,300.00	\$ 1,350.00	\$ 1,400.00	\$ 1,450.00
CHEERLEADING, JH	\$ 425.00	\$ 450.00	\$ 475.00	\$ 500.00	\$ 525.00	\$ 550.00	\$ 575.00	\$ 600.00	\$ 625.00	\$ 650.00
DRILL TEAM	\$ 1,400.00	\$ 1,450.00	\$ 1,500.00	\$ 1,550.00	\$ 1,600.00	\$ 1,650.00	\$ 1,700.00	\$ 1,750.00	\$ 1,800.00	\$ 1,850.00
ELEM MUSIC	\$ 375.00	\$ 400.00	\$ 425.00	\$ 450.00	\$ 475.00	\$ 500.00	\$ 525.00	\$ 550.00	\$ 575.00	\$ 600.00
FFA SPONSOR	\$ 1,750.00	\$ 1,800.00	\$ 1,850.00	\$ 1,900.00	\$ 1,950.00	\$ 2,000.00	\$ 2,050.00	\$ 2,100.00	\$ 2,150.00	\$ 2,200.00
HONOR SOCIETY	\$ 150.00	\$ 175.00	\$ 200.00	\$ 225.00	\$ 250.00	\$ 275.00	\$ 300.00	\$ 325.00	\$ 350.00	\$ 375.00
HS ST. COUNCIL	\$ 225.00	\$ 250.00	\$ 275.00	\$ 300.00	\$ 325.00	\$ 350.00	\$ 375.00	\$ 400.00	\$ 425.00	\$ 450.00
JH MAGAZINE CAMPAIGN	\$ 300.00									
JR. CLASS SPONSOR (3)	\$ 375.00	\$ 400.00	\$ 425.00	\$ 450.00	\$ 475.00	\$ 500.00	\$ 525.00	\$ 550.00	\$ 575.00	\$ 600.00
MS ST. COUNCIL	\$ 150.00	\$ 175.00	\$ 200.00	\$ 225.00	\$ 250.00	\$ 275.00	\$ 300.00	\$ 325.00	\$ 350.00	\$ 375.00
MUSIC, INSTRUMENTAL	\$ 1,800.00	\$ 1,850.00	\$ 1,900.00	\$ 1,950.00	\$ 2,000.00	\$ 2,050.00	\$ 2,100.00	\$ 2,150.00	\$ 2,200.00	\$ 2,250.00
MUSIC, VOCAL	\$ 1,250.00	\$ 1,300.00	\$ 1,350.00	\$ 1,400.00	\$ 1,450.00	\$ 1,500.00	\$ 1,550.00	\$ 1,600.00	\$ 1,650.00	\$ 1,700.00
MUSICAL DIRECTOR	\$ 1,750.00	\$ 1,800.00	\$ 1,850.00	\$ 1,900.00	\$ 1,950.00	\$ 2,000.00	\$ 2,050.00	\$ 2,100.00	\$ 2,150.00	\$ 2,200.00
PLAY, JH	\$ 525.00	\$ 550.00	\$ 575.00	\$ 600.00	\$ 625.00	\$ 650.00	\$ 675.00	\$ 700.00	\$ 725.00	\$ 750.00
SPEECH DIRECTOR	\$ 1,375.00	\$ 1,425.00	\$ 1,475.00	\$ 1,525.00	\$ 1,575.00	\$ 1,625.00	\$ 1,675.00	\$ 1,725.00	\$ 1,775.00	\$ 1,825.00
SR. CLASS SPONSOR	\$ 200.00	\$ 225.00	\$ 250.00	\$ 275.00	\$ 300.00	\$ 325.00	\$ 350.00	\$ 375.00	\$ 400.00	\$ 425.00
TRACK, JH	\$ 1,050.00	\$ 1,100.00	\$ 1,150.00	\$ 1,200.00	\$ 1,250.00	\$ 1,300.00	\$ 1,350.00	\$ 1,400.00	\$ 1,450.00	\$ 1,500.00
VOLLEYBALL, JH	\$ 1,050.00	\$ 1,100.00	\$ 1,150.00	\$ 1,200.00	\$ 1,250.00	\$ 1,300.00	\$ 1,350.00	\$ 1,400.00	\$ 1,450.00	\$ 1,500.00
VOLLEYBALL, ASST. JH	\$ 900.00	\$ 950.00	\$ 1,000.00	\$ 1,050.00	\$ 1,100.00	\$ 1,150.00	\$ 1,200.00	\$ 1,250.00	\$ 1,300.00	\$ 1,350.00
WT TRAINING SUP.	8.00 HR									
YEARBOOK	\$ 900.00	\$ 950.00	\$ 1,000.00	\$ 1,050.00	\$ 1,100.00	\$ 1,150.00	\$ 1,200.00	\$ 1,250.00	\$ 1,300.00	\$ 1,350.00
YEARBOOK, ASST	\$ 220.00	\$ 235.00	\$ 250.00	\$ 265.00	\$ 280.00	\$ 295.00	\$ 310.00	\$ 325.00	\$ 340.00	\$ 355.00

ASST JH TRACK 225 250 300 350 375 425 450 475 500 550

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COLLINS-MAXWELL COMMUNITY SCHOOL
EXTRA CURRICULAR PAY SCHEDULE 2005-06
SHARED WITH BAXTER

HEAD COACH - FOOTBALL, BASKETBALL, WRESTLING

YEAR 1	\$2,700.00	YEAR 5	\$2,900.00	YEAR 9	\$3,100.00
YEAR 2	\$2,750.00	YEAR 6	\$2,950.00	YEAR 10	\$3,150.00
YEAR 3	\$2,800.00	YEAR 7	\$3,000.00	YEAR 11	\$3,200.00
YEAR 4	\$2,850.00	YEAR 8	\$3,050.00	YEAR 12	\$3,250.00
				YEAR 13	\$3,300.00

HEAD COACH - TRACK, SOCCER, GOLF, *CROSS COUNTRY*

YEAR 1	\$2,450.00	YEAR 5	\$2,650.00	YEAR 9	\$2,850.00
YEAR 2	\$2,500.00	YEAR 6	\$2,700.00	YEAR 10	\$2,900.00
YEAR 3	\$2,550.00	YEAR 7	\$2,750.00	YEAR 11	\$2,950.00
YEAR 4	\$2,600.00	YEAR 8	\$2,800.00	YEAR 12	\$3,000.00
				YEAR 13	\$3,050.00

HEAD COACH - VOLLEYBALL, BASEBALL, SOFTBALL

YEAR 1	\$2,500.00	YEAR 5	\$2,700.00	YEAR 9	\$2,900.00
YEAR 2	\$2,550.00	YEAR 6	\$2,750.00	YEAR 10	\$2,950.00
YEAR 3	\$2,600.00	YEAR 7	\$2,800.00	YEAR 11	\$3,000.00
YEAR 4	\$2,650.00	YEAR 8	\$2,850.00	YEAR 12	\$3,050.00
				YEAR 13	\$3,100.00

ASST. COACH - FOOTBALL, BASKETBALL, WRESTLING

YEAR 1	\$1,950.00	YEAR 5	\$2,150.00	YEAR 9	\$2,350.00
YEAR 2	\$2,000.00	YEAR 6	\$2,200.00	YEAR 10	\$2,400.00
YEAR 3	\$2,050.00	YEAR 7	\$2,250.00	YEAR 11	\$2,450.00
YEAR 4	\$2,100.00	YEAR 8	\$2,300.00	YEAR 12	\$2,500.00
				YEAR 13	\$2,550.00

**ASST. COACH - VOLLEYBALL, TRACK, SOFTBALL, BASEBALL, *HEAD* CHEERLEADING
CROSS COUNTRY, GOLF, *Soccer***

YEAR 1	\$1,750.00	YEAR 5	\$1,950.00	YEAR 9	\$2,150.00
YEAR 2	\$1,800.00	YEAR 6	\$2,000.00	YEAR 10	\$2,200.00
YEAR 3	\$1,850.00	YEAR 7	\$2,050.00	YEAR 11	\$2,250.00
YEAR 4	\$1,900.00	YEAR 8	\$2,100.00	YEAR 12	\$2,300.00
				YEAR 13	\$2,350.00

COLLINS-MAXWELL COMMUNITY SCHOOL
EXTRA CURRICULAR PAY SCHEDULE 2005-06
SHARED WITH BAXTER

HEAD JH COACH - FOOTBALL, BASEBALL, SOFTBALL, WRESTLING

YEAR 1	\$1150.00	YEAR 5	\$1350.00	YEAR 9	\$1550.00
YEAR 2	\$1200.00	YEAR 6	\$1400.00	YEAR 10	\$1600.00
YEAR 3	\$1250.00	YEAR 7	\$1450.00	YEAR 11	\$1650.00
YEAR 4	\$1300.00	YEAR 8	\$1500.00	YEAR 12	\$1700.00
				YEAR 13	\$1750.00

ASST JH COACH - FOOTBALL, BASEBALL, SOFTBALL

YEAR 1	\$900.00	YEAR 5	\$1100.00	YEAR 9	\$1300.00
YEAR 2	\$950.00	YEAR 6	\$1150.00	YEAR 10	\$1350.00
YEAR 3	\$1000.00	YEAR 7	\$1200.00	YEAR 11	\$1400.00
YEAR 4	\$1050.00	YEAR 8	\$1250.00	YEAR 12	\$1450.00
				YEAR 13	\$1500.00